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**National**

# **BULLETIN**

**F**EDERATION OF

**A**RCHITECTS

**E**NGINEERS

**C**HEMISTS &

**T**ECHNICIANS

**4-5**

**APRIL - MAY**  
**TEN CENTS**

**VICTORY AT ANCHOR CAP  
TECHNICAL MEN ON STRIKE  
STRUCTURAL MEN JOIN FAECT  
CROSS-COUNTRY EMPLOYMENT  
AUTO LEADS THE WAY**



New York City  
April 24, 1937.

F.A.E.C.T.  
New York City  
Dear Mr. Scherer,

The International Printing Ink Corp., my former employers, are apparently unwilling to reinstate me. I have applied to a number of other firms, and it appears to me that racial discrimination is today more widespread than in past years.

You may note by the enclosed application blank, that Merck & Co. requires me, in my application for a position as chemist, to state my religious faith, my descent, my fathers name, and my fathers place of birth. The firm of Squibb and Son, manufacturing chemists to the medical trade, asks these same questions, and in addition, wishes a photograph of the applicant (perhaps to ascertain whether or not the features are 100% Aryan).

It so happens that my descent is Jewish, my religious faith is atheism, my fathers name is Isaac, and he was born in Russia.

# BULLETIN OF THE FEDERATION OF ARCHITECTS, ENGINEERS, CHEMISTS AND TECHNICIANS

NATIONAL HEADQUARTERS  
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The BULLETIN is the monthly organ of the Federation of Architects, Engineers, Chemists, and Technicians, and is published at the National Office.

The BULLETIN aims to keep all technical employees informed of developments in their profession of a cultural or economic nature. All readers of the BULLETIN are invited to submit articles or correspondence that they consider of general interest. Articles should be as brief as possible and typed double space.

Single copies are 10c, yearly subscription \$1.

STEEL WORKERS ORGANIZING  
COMMITTEE  
3600 Grant Building  
Pittsburgh, Pa.

April 20, 1937

Mr. Joseph S. Jacoby, Secretary  
Federation of Architects, Engineers,  
Chemists and Technicians  
22 East 17th Street  
New York, N. Y.

Dear Sir:

The drive for the organization of the Structural Draftsmen in the STEEL FABRICATING INDUSTRY as recently launched by the Federation of Architects, Engineers, Chemists and Technicians in New York City . . . will be given full cooperation and support by the Steel Workers Organizing Committee.

The thousands of structural steel and mechanical draftsmen and designers employed in the steel mills and fabricating plants are coming to realize that they have as much to gain in increased wages and working conditions as those of their broth-

## Letters to the National Office

It seems to me, in the light of the questions Squibb and Merck ask, that I would not be especially welcome in these organizations; I wonder what the opinion of other members of the F.A.E.C.T. is on this point. Needless to say, I would not be happy to work in a company which is interested in such personal matters as have no bearing whatever on my technical ability.

The technical employee can best protect himself against such discrimination, in my opinion, by joining the union in the industry he desires to work in. I am very sorry to say that I have not noticed any great tendency in this direction as yet, and wonder whether my fellow technical men have ever given any thought to this matter.

Sincerely yours,

Federation of Architects, Engineers,  
Chemists & Technicians

Dear Fellow Members:

For the past several years, it has been my conviction that F.A.E.C.T. is the greatest existing force tending toward educating technical employees along the lines of betterment of economic condition. Therefore, it was, and still is, my duty to aid in this work. I have accused, tried, and convicted myself, of a certain amount of neglect in performance of this duty, and have sentenced myself to pay a \$5 fine to the conscience fund. If there is not yet

We invite expressions of opinion  
from our readers on topics of gen-  
eral interest.

a conscience fund, permit me to start it with the enclosed contribution.

It is my opinion that you can best utilize this money to acquaint technical employees who are not yet members of F.A.E.C.T., with the purpose and program of our organization.

Fraternally yours,

Federation of Architects, Engineers,  
Chemists & Technicians

Gentlemen:

Congratulations on your recent W.P.A. strike victory. How can I join the Federation, I am a draftsman.

I work in a plant employing about 60 draftmen: what immediate advantage would we gain if a majority of us joined your organization?

If I lost my job because of union activities what protection would your organization afford me?

You are at liberty to send one of your representatives to see me.

Until I hear from you, I remain,

Very truly yours,

ers employed in the shops. With the initiation of the present drive, it is expected that the coming months will bring with them the adoption of signed agreements assuring wage increases, shortening of hours and improved working conditions for structural draftmen in the key plants of the Fabricating Industry.

All organizers of the Steel Workers Organizing Committee are being instructed to give full cooperation and support to the organizations conducting the drive.

For the present, all structural draftsmen . . . in the New York area are being organized under the auspices of the Federation of Architects, Engineers, Chemists and Technicians, Structural Division, 114 East 16th Street, N.Y.C.

Very truly yours,  
signed Clinton S. Golden  
Regional Director  
Northeastern Region.

### A GOOD CONTRACT

The Newark *Star Eagle*, owned by Paul Block, has signed a one-year contract with the Newark Newspaper Guild calling for a five-day week, a minimum wage of \$50 for men with five years or more experience, dismissal pay ranging up to twenty-four weeks' wages after fifteen years of service, two weeks vacation annually and no discrimination because of membership in the Guild.

# The Victory at Anchor Cap

## Organization Brings Recognition and Increases After Seven Years Without a Raise

March 16, 1937, will always remain a "red letter" date in the history of the Federation. That day marked the signing of the first closed-shop agreement between a Federation local and the officials of the plant in which the members of this local are employed, the Anchor Cap Enclosure Corp. of Long Island City, New York.

By the terms of this agreement, which is printed in full elsewhere in this issue, the technical employees of the corporation were granted with the closed-shop, a salary increase of \$5 a week. This great step forward in technical employee-employer relationships was achieved in the short space of three weeks from the time of the initial effort to organize the plant. The story of this effort and the steps leading to its final success is a highly instructive illustration of the concrete value of organization.

### Low Salaries Prevail

At Anchor Cap, technical men were working for as little as \$20 a week, with only three men earning more than \$50. Such salaries, however, are not a phenomenon peculiar to this corporation alone, any more than is the readiness of their technical men to organize for the betterment of their condition.

Our organizational appeal was built around the issue of salary revision. As a first step, we invited the men to get together for an hour, immediately after work, to talk this thing over with a representative of the Federation. About a third of the staff were at the first get-together. Convinced that they could win only through organization, these men became enthusiastic organizers the next morning.

Another meeting two days later, with 80% of the staff present, worked out specific demands and resolved to get the support of the absent men in one day's time. The next day it took only an hour to get complete support for our demands as well as authorization for the Federation's committee to negotiate in our behalf.

The Federation's negotiating committee went to work in a hurry. That same week they presented our demands to a completely surprised management. After they had recovered from the shock of our unreasonable, preposterous, unheard-of demands, the management was given a week's time to think it over and come to some decision.

The week of grace was used in trying to divide the men and smash the organiza-

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*Matt Mooney, Chairman,  
Anchor Cap Local*

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tion. During this week we learned things that somehow had been left out of college curriculums. We were told that, while unions were alright for the men in the shop, we were different, we were technical men, professional men, gentlemen, and must above all be fair and loyal. Just when we were almost convinced that maybe we were a higher type of human beings, we noticed that the company treated us the same way they handled the lower type of humanity in the shop when they asked for a raise.

Intimidation, coercion and bribery were the company's weapons. All they asked was that we reject the union and discuss the matter man-to-man as individuals. Well, we figured that when it's our turn to bat we don't leave our best bats in the dugout. We stuck together; we kept our union in spite of all efforts of the management, from the President down, to get us to change our minds. Again we learned something (it seems our education had been sadly neglected during our school days).

All of the company's tactics had been based on the assumption that technical men couldn't stick together. As soon as we convinced them they were wrong on this point, their attitude changed to a friendly and liberal one. We guessed that their education was also broadened.

During this period, we held several meetings where, with the help of the Federation, we analyzed each of the company's proposals and were successful in anticipa-

ting their next moves. Also, during this week of grace, we consolidated our position organizationally by signing up the few men left who were waiting for action before joining.

So, with the atmosphere somewhat healthier, we advanced to the negotiating stage. The men elected a committee of four, who, together with the Federation's negotiating committee of three, faced three representatives of the company across the conference table. That the backing, experience and physical help of the Federation was an asset was now more than ever apparent.

After three sittings of the negotiating committee, it was obvious that the company was prepared to settle. The only question in their minds was how little would we accept. Finally they countered our demand for a flat increase of \$7.50 per man with an offer of \$5. Our committee took their proposal back to the men. After considerable discussion, a close vote decided to accept this settlement as a step in the right direction.

Full details of the settlement were embodied in a signed agreement for six months. Now we are working with smiles on our faces. Not because a \$5 increase has solved all our problems. NO! It is because in a closed-shop, 100% unionized, with every man a brother, we have a feeling of security that you can't get any other way. We are not viewing the immediate future with alarm, but we are helping to build the Federation as the best guarantee for renewing our agreement with further victories six months from now.

### AGREEMENT WITH THE ANCHOR CAP & CLOSURE CORPORATION

March 16, 1937.

To the employees of our Engineering Department and Laboratory who are members of the Federation of Architects, Engineers, Chemists and Technicians, New York Chapter, 114 East 16th St., New York City, your committee and the writer came to the following agreement this morning, March 16, 1937.

Only good standing members of the Federation of Architects, Engineers, Chemists and Technicians shall be employed by the company.

Your committee shall supply our

Employment Office periodically with a list of names of your members who are seeking employment.

There shall be no discrimination against any employee for union activities.

That the present conditions as they exist in relation to hours, work day, holidays and vacations remain as now in force.

That there will be a general increase of \$5.00 per week to each of your members in our employ effective March 15th and recommendations by

(Continued on next page)



the engineers in charge of your departments for individual increases for individual effort will receive due consideration in the future.

Should any question or difference arise between company and employees, it shall be placed before the representative of the company and your committee for arbitration and adjustment, with your committee reserving the right to call in a representative of your union. Should committee and representative fail to reach a satisfactory adjustment with the company, a board of arbitration consisting of one representative of the company, one representative of the union and a third impartial party approved by both other representatives shall render a decision on the dispute which shall be-

come binding on both sides. Aid of counsel at all times is included in the foregoing.

This agreement shall be in effect for six months and shall thereafter automatically continue for similar periods unless either party desires a change. In case either party desires a change after six months, written notice shall be given to the other party thirty days before expiration of this agreement and a conference for a mutually satisfactory adjustment shall be arranged for within ten days upon receipt of said notice.

There shall be no strikes or lockouts during the life of this agreement. All disputes shall be settled by conference, or in case of failure to agree, shall be arbitrated as mentioned.

## A Troublemaker Talks

### An Engineer Discharged for Organizational Activity Exposes the Working Conditions in a Michigan Plant that Make Men Old at Forty.

It is generally known that working conditions in auto plants are a disgrace to management and a blight on labor. The details are not known because plant managers hush up every death or sickness that is a direct result of bad conditions. It is significant to note the subsequent history of many of the workers who do not die on the job or while working for the company. After they have been released because of old age, that is at 40, their health begins to decline, and by 45 they are dead or on the human junk pile as a direct result of hard labor under abhorrent conditions. Neither these men nor their families ever receive one cent of compensation from the company.

Such conditions could be corrected by a comparatively small expenditure of the enormous profits from autos and parts. The manufacturers will not spend any money on plant improvement unless driven by the greed of profit taking, or by organized protest against their inhuman policies.

These life destructive conditions, along with low wages, long hours and the speed-up, have made necessary the greatest organization drive in the history of labor. The influence of this organizational drive has extended to include all types of labor, including engineers, chemists, and technical workers of all sorts who, in Detroit, have come to realize the advantages of organization over individualism. The system employed by manufacturers of autos is to ask professional men how little money they will work for. The story is always the same: you can get a raise on ability; show us you know your stuff; if you can produce for us, we will take care of you—all

of which means nothing and is soon forgotten. The professional man soon finds out that it is impossible to bargain individually with the management, and he becomes very disillusioned by the conditions under which he is forced to work.

The technical man in the plant can view with plainer vision the atrocities that the shop is forced to endure. With knowledge of advanced technique at his finger tips, he can comprehend fully the crimes practiced on production workers.

In some plants the engineering departments are situated amid the smoke, fumes, and dust of the actual manufacturing buildings. In these places the engineer has to work under the same conditions as the production worker, and he begins to understand the dastardly customs of the shop. Engineers have now begun to realize the extravagant waste of engineering brains—brains that should be used to eliminate present conditions, to improve industrial technique, and to build modern life-saving plant and equipment.

An extreme example is the Michigan Malleable Iron Company, a concern making castings for the auto industry. It has one of the oldest and most ramshackle buildings that any man was ever forced to work in—or should I say around, for there is no roof to protect the man from snow, sleet, or rain. The roof has been removed to let the smoke and fumes out of the building. There is one fan, which does not work properly, to ventilate this entire building, even the foundry where conditions require the very best in modern ventilation. When it rains, the men are forced to work in six inches of mud. When it snows, it snows on them; when it's hot,

the sun beats down on them; when it's cold, they freeze. In dry weather the metallic dust is stifling. The equipment of this plant has been patched, propped, and held together by makeshift methods until it looks like a Rube Goldberg cartoon.

Regardless of what the engineer thinks about this, he has been able to do little towards these conditions. He is more than likely to find himself working amid these conditions, rather than using his skill to correct them. Why? Because the management doesn't want the most up-to-date and efficient factory if it means cutting down profits. It doesn't want to use the engineer's full capacity to plan and design. Management only wants from the engineer what it wants from the production worker—the most that his sweat and toil will produce for the least investment and wages.

The writer of this article is a plant engineer and designer. He was dissatisfied with the wage he was getting and with the limitations under which he was forced to work. He began to make recommendations to the management regarding the plant. He began to consult the men in the shop and learned that organization was an absolute necessity. He joined the United Auto Workers, and later the FAECT. He then tried to organize the men in the drafting room. He tried to get a nickel raise, finally forcing the management to admit that he was the best designer that they had. But he was refused the raise with the excuse that they did not like his personality. Finally, on five minutes notice, he was fired as a "troublemaker." But like thousands of technical men, he says the fight has just begun, and will continue until he is reinstated, until troublemakers are paid a decent wage for their troublemaking, and until their troublemaking for the management becomes health-and-decent-working conditions-making for themselves and for their fellow workers.

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### Los Angeles Delegates Meet With C.I.O.

Guy Young,  
Acting National Secretary.  
Dear Brother Young:

We are pleased to inform you that the Los Angeles CIO Council has officially invited this (Los Angeles) chapter of the FAECT to send two fraternal delegates to meet with them at their regular weekly Monday night meetings. Our fraternal delegates attended their first meeting Monday, April 19.

Fraternally yours,  
Membership Secretary.

THE BULLETIN—FAECT



# Technical Men on Strike

## Federation Makes Militant Stand Against the Break-Down of Salary Structure for Technical Men on W.P.A.

"Mom, we are making history," shouted one of the F. W. Woolworth sit-down strikers during the recent strike of the 5 and 10c store girls. And so they were.

The strike of 2000 technical men and women employed on WPA in New York City, carried through under the leadership of our Federation, was also a history-making event. It was the first of its kind.

The New York Chapter of the Federation had endeavored through negotiations to halt the efforts of the WPA to cut wages by some 40% to 50% and to dismiss large numbers of technical men because they were "non-relief" — that is, they had not been certified by the relief bureau as destitute and pauperized. When these negotiations failed and the Administration proceeded to go through with this paralyzing attack on the living standards of the technical men of the country, the WPA membership in New York voted overwhelmingly for a strike to put a halt to this program.

### Two Thousand Out

The response to the strike call exceeded the most optimistic estimates of the strike committee. Two thousand technical men and women, in spite of intimidation and threats of immediate dismissal, decided that they would meet this challenge in the best American tradition. They refused to work at the sub-standard "insecurity" wages.

The strike lasted eight days. Though it meant many sacrifices, the spirit of the strikers remained excellent and reflected a unity of will and organization that even the most seasoned trade unions could well be proud of. It was a strike for the right to live and to be paid adequately for the important services rendered.

It was the first experience of its kind for practically every one of these strikers. The Administration called in the police on the very first day of the strike and caused the unlawful arrest of nearly 200 strikers for exercising their legal and peaceful right to sit-in, as a protest against wage cuts and dismissals. If the Administration felt that such arrests would bring demoralization and break up the ranks of the strikers, they were sadly mistaken. The technical men demonstrated that, though new to organization, they were no cowards. These unlawful arrests only steeled the strikers to more determined action. The second, third and fourth days of the strike saw additional jobs struck and new recruits won.

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*By Marcel Scherer,  
General Organizer,  
New York Chapter*

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Every important project in the city was tied up—many jobs so thoroughly that construction work was impossible. The laborers and mechanics on these jobs showed an excellent spirit of unity. They assured our strikers that no scabs would run any instruments on those jobs.

### Trade Union Support

Many of the trade unions in the city responded with encouraging support. To them it was also an important chapter in labor history. For it was the first time that they saw 2,000 engineers follow and successfully apply trade union tactics.

After eight days, a meeting of the strikers voted to conclude an armistice with the Administration. Colonel Somervell agreed to delay the pay cuts two weeks and to reopen the question of wage-cuts and dismissals with Washington to see whether a satisfactory adjustment could not be obtained. The Administration made some important concessions in order to have the armistice concluded. Not the least of these was the recognition of the fact that a strike had taken place and that all strikers were to be returned to their jobs without discrimination. The strike marked the first stage of the fight against pay cuts, which must be continued until the cuts are rescinded.

### Lessons of the Strike

The strike taught the important lesson that unity of all workers employed on the same job location is essential to defeat a reactionary program of wage cuts and dismissals. The organization of the technical men, no matter how successful, is in itself not sufficient to withstand the attacks of the Administration and surely not enough to be able to compel the Administration to improve conditions, to recognize the increase in living costs and to really pay adequate wages to all categories of workers. During the course of the strike there was already born the beginning of a strong desire for a common program—based upon a unity which will include the technical man, the clerk, the mechanic and the laborer. The technical man to help organize these other workers. This result of the strike is in a sense a mere extension

of the principle of the CIO—the Committee for Industrial Organization.

The strike ended with a truce. The WPA has not rescinded the pay cuts. It has, in fact, ordered the wage-cuts put into effect. The task for the Federation is to forge a united program of action for all groups on WPA, and to confront the Administration with such a degree of organization of all categories of workers, that all wage-cuts and dismissals will be rescinded. This united action is already being successfully developed.

This strike has also demonstrated to the technical men, organized and unorganized, that the Federation is able successfully to lead a strike movement. The strike placed serious and numerous difficulties on our organization. Our Federation has shown itself able, in the course of this strike, to set up all of the complicated machinery that strike actions require. This meant an ability to deal with legal problems, financial problems, food problems, strike tactics, flying squadrons to spread the strike, picketing and union discipline. It is clear that in the next strike action, if that should become necessary on WPA or any private concern, the experience of the recent strike of 2,000 technical men on WPA will have increased our strength and improved our union leadership. Our membership has increased since the day the strike was called. A stronger and more consolidated Federation paves the way to victory.

### Organizational Results

The strike had hardly concluded before we were swamped with letters from men in all types of engineering offices applying for membership, asking our Federation to come to their aid in organizing and improving their conditions.

A few days after the strike, one employer in the course of negotiations for an agreement, remarked, "Oh, yes, I've heard of your union, it had something to do with the WPA." His tone was quite respectful, and it will be no mistake to predict that he will settle with the Federation and rather quickly too.

The strike has shown that we can proudly take our place among the progressive trade unions of this country which are out to establish for the employees in their respective fields the right to an American standard of living and to the principles of industrial democracy.



# Auto Leads the Way

## The Victories in Auto Challenge the Technical Man to End His Lethargy and Organize for Better Wage Conditions

*By Robert M. Sentman,  
National President*

Foremost among the victories of the CIO, the victorious battle in auto takes its place alongside the greatest strikes in the history of American workers. The iron hold of the auto magnates on Detroit, Flint, and the entire auto industry has been broken. These citadels of the open shop are no more.

Victory after victory throughout the ranks of the auto workers, organization sweeping on into the hundreds of thousands—here is the herald of a new day for millions of workers throughout the entire nation. Not only for those who won the victory, not only for those in the, as yet, unorganized mass production industries, but for workers everywhere, skilled, unskilled, office workers and professionals, these victories are the signal to enforce their still unarticulated demands for higher wages, better hours and working conditions.

Immediately we ask, "What about the technical workers, the architect, the engineer, the chemist and metallurgist, the technologist, the technicians in many fields? What have they learned from these victories after the tragic years of the depression? Have they been awakened, quickened to the new role they must play also to secure the rewards of training and skill which should be theirs?"

Yes, I believe that technical men, too, walk with a lighter step and with a greater hope. I believe that a new awareness of their economic role and relationships has dawned upon them. Some of the old indifference and the old timidity has been shed.

### Special Detroit Problems

Writing from Detroit, where I have been placed by the National Office for the past three months, I cannot but emphasize the greatness of the tasks and the responsibilities before us. I say this because our role in the FAECT is still a most difficult one; great obstacles still remain to be overcome. I do not say this pessimistically, but as an indication of problems which challenge the utmost use of our wits and efforts to bridge the remaining distance between us and the great thousands of our still unorganized fellow-professionals. These men and women are not as far beyond the sphere of our influence as they were, say, six months ago. Decidedly not. But it is our job to go the remaining distance to them, not to hope that they will seek us out and discover the lessons which our organizational life has taught us. I say this because it seems to me that there still remains a haze of incomprehension between them and

ourselves. Perhaps we need the vision to penetrate this haze as much as they do. Certainly, the responsibility for being able to see through it is ours.

I do not want to boast of our gains or alibi for our failures, but in Detroit the problem of organizing the technical men is not greatly unlike the problem elsewhere, despite the dramatic presence and atmosphere of the auto victory and the widespread surge of organization. However, there are problems peculiar to the auto industry, and these are most exasperating. The technical men, especially the chemists and metallurgists, work on three shifts a day. Since there are rarely more than fifteen to thirty laboratory employees in a given plant, I don't need to say a word to give you an idea of the difficulty of getting together a meeting of these men, even when they are contacted and brought close to the Federation. However, once the chemists are contacted and brought together they are usually ready for the Federation. Miserably underpaid for years, the greater part work on an hourly basis with no knowledge whether they will work a full week or only two or three days. With the example and the lesson of their fellow workers in production so close at hand, with general pay increases put through by the auto workers, it is not difficult to believe that they are ready to organize and set about winning better wages and working conditions for themselves. In many plants, the conditions of noise, fumes, and dirt under which the technical staff work are almost unbelievable to those of us who have worked in fairly decent offices. And when you work under these conditions for sixty and seventy cents an hour with a degree in chemistry tucked in your back pocket, and when you never know whether you are working the next day or not, there is no hope left but organization.

### Engineers Better Off

Engineers on the whole share a better fate. They are higher paid, getting perhaps ninety cents to a dollar ten an hour—if they can qualify as a senior plant engineer, designer or layout man. This is especially true in plant or industrial engineering departments, and of structural engineers in steel fabrication. Some are on salary, but most are on an hourly basis, with no va-

cation or sick leave, and when layoffs are the order of the day, the notices are given out five minutes before quitting time.

In the field of auto and parts design, the scale is considerably higher in many plants where the Society of Designing Engineers has been successful in organizing the men and winning higher salaries. Here, too, the working conditions, lighting and ventilation are better, and the salary status, including sick leave, vacations, and dismissal notices, obtains. The Society of Designing Engineers has been hard at work in their field for four years, and they have done a very commendable job. The contrast between the plant groups which they have organized and the unorganized groups in the various fields previously described is an object lesson which needs no elaboration.

### Small Shops Difficult

It is equally obvious that the problem among the miscellaneous groups is not a simple one. A lot of slowly-proceeding ground work in the building of contacts and nuclei among these groups has been accomplished. Several groups are being built which can not be publicized at this time. This is easily understood when we remember the findings of the LaFollette Committee that the managements use stool-pigeons in the drafting rooms and laboratories, findings that lay low forever that old ghost of an idea that has always haunted the engineer and chemist that he was different from the production or construction worker. The fact that the management recognizes no differences and treats us with impartial treachery and discrimination if we attempt to secure better wages and working conditions is a lesson which has stood most of the professions squarely on their proper economic feet.

Another significant aspect of our approach to the unorganized technical man is his consciousness of the progressive role the CIO is playing in the labor movement today. In the majority of cases this may be the only fact regarding the labor movement with which he is familiar. This means that a very favorable impression is made upon him when he learns that we have applied for affiliation with the CIO, that we have its support, and that the United Auto Workers is behind us in our organizational drive. Many who were uncertain whether they should join the industrial union have now come into the Federation, and some have transferred into the Federation from the U.A.W. Splendid cooperation has been received from the Auto In-



ternational, and especially from the strong West Side Local headed by Walter Reuther.

Another encouraging aspect of my work here has been the interest of the Society of Designing Engineers in the CIO and the proposal for unification and affiliation presented to its National (executive) Chapter. This proposal was based on the proposal submitted to John Brophy, director of the CIO, and it should not be long before the committee appointed by the Society meets with ours to consider further the formulations of this proposal. This, we hope, will ultimately mean the unification of the two largest organizations of technical professionals in the country and their affiliation with the CIO. This past week I had the pleasure of being the guest speaker at a meeting of the Detroit Chapter of the Society—a meeting attended by over two hundred of their members. The discussion following the presentation of our proposal to their National Chapter indicated a very favorable interest and response from the majority. While a direct vote on the proposal was not in order, it was definitely encouraging when a motion was unanimously passed expressing confidence in the actions of the joint committee on this question. Elsewhere in this issue the account of the action at Kelsey Hayes will serve to indicate further the close cooperation of our organization, and the fine support and cooperation of the West Side Local of the United Auto Workers.

### The Workers Lead

These developments mean that technical workers are coming closer to the labor movement as a whole, sharing an understanding with their fellow-workers in production, recognizing that both play the same basic role in the economic structure, and cooperating with their fellow-workers in close organizational ties and fellowship. How quickly our so-called advantages disappear without this common understanding and fellowship, organizationally, economically, and socially! Even our educational advantages, technically, are disadvantages and bad education without recognition of the fact that we are workers, and stand as workers side by side with our fellow-workers. The better I know these workers, the more of them I meet, the more convinced I am of their advantages and the education they can give me.

### Get Wise — Organize

Technical men—the simple words of the auto workers ringing through this city, are more to the point than all I have written and all that I could add. They are in the vernacular of the day, “Get wise—organize”. This is the challenge to us, to you, if you want better wages, better working conditions, and the ability to maintain living standards commensurate with the value of the services you render.

## Cross-Country Employment

For the past few weeks there has appeared regularly in the New York Sunday Times an advertisement for the Douglas Air Craft Company, at Santa Monica, Calif.

Many of us in New York have been wondering why a California concern is advertising for men in New York. Can it be that California has exhausted its own engineering labor market and is therefore looking for men in New York, even though it is an expensive procedure to hire men in New York and pay their fare to the West Coast? Our investigations of conditions in California have revealed the following facts:

There is no dearth in California of draftsmen or engineers qualified for work at Douglas. If local men are not taking the jobs, it is because of the low pay and the unsatisfactory working conditions that they have to face.

Several months ago, one of our California members informs us, he was employed at Douglas. The rate for draftsmen was 40 to 90 cents per hour, and those receiving more than 75 cents were in the aristocracy. The engineering department worked 44 hours a week and was the only department in the entire plant which had to work Saturdays.

All draftsmen punched a time clock and any time lost was at the employee's expense. One minute tardy meant a half hour's loss in pay. Men were required to

work overtime as a regular feature of the work. During the period that our member worked there, he had to work 9 hours a day for the first three weeks. This was paid for at straight time rates and, with the exception of T squares, the men were required to furnish their own instruments.

The spy system was highly perfected. The drafting room was credited with being all ears and it was common knowledge that the chiefs boasted of knowing of everything said in the room within one half hour of the time it was uttered.

Wage rates in the engineering department have now been raised from 5 to 10 cents an hour as a result of the strike of the production workers, although the engineers took no part in this strike.

About 300 men are employed in the drafting room. The rate of turnover is very high, and seems to be getting higher.

Because of these conditions, Douglas Air Craft has decided to import men from New York. It is quite natural to expect that, although these men may resent these conditions and the low pay, it will not be easy for them to decide to quit work and hike back to New York. In this way the company feels that these imported New York draftsmen will accept the conditions and assure the company of a steady supply of engineering labor at a time when its value of production and total profits are very rapidly increasing.

## Boston Seeks C. I. O. Affiliation

Boston has been enjoying a month of great activity, organizational and social. Of major importance is our forthcoming affiliation with the New England committee of the CIO. Our delegates have discussed this matter with the committee in some detail. An application has been filed, and affiliation awaits only the formal acceptance of this application.

This connection will be used to secure contacts in various plants in and around Boston; there are many in the fields of leather, rubber, chemicals, etc. In the meantime, contacts are being established in several of these plants in preparation for an intensive drive. Boston feels that this ground-work will soon make it essential to secure a full-time organizer to coordinate activities.

On April 7, National Treasurer Young was present at a well attended membership meeting. At that time, financial matters were discussed with some thoroughness and not a little heat, and it was decided advantage should be taken at once

of the many organizational opportunities at hand.

The chapter is reactivizing many of its former members in private industry and on WPA. In the latter group, conditions call for immediate action. Impending layoffs and delays in reassigning men when projects are closed are producing a renewed interest in the Federation. A WPA committee was recently set up which will guide the chapter in these matters.

It will seek the aid of other groups in the attempt to secure at least a 20% increase in salaries to counteract the rise in prices.

Our legislative committee has been keeping in close touch with bills before the General Court. It attended several hearings on a proposed architects' licensing law (which was killed) and will take appropriate steps to safeguard employees' interests when and if the bill is reintroduced next year. On March 17, the chapter heard Mr. Roy Remar on the subject of labor legislation in Massachusetts.



# Structural Designers Amalgamate

A Society Has Its Purpose, But This Group Were After Adequate Salaries. So They Turned to Unionism

In May 1935, exactly two years ago, the Structural Draftsmen's and Designers' Section of the New York Chapter seceded from the Federation of Architects, Engineers, Chemists and Technicians and set up as an independent organization, The American Society of Structural Engineers and Draftsmen. A few weeks ago, on April 1st, the Society, by almost unanimous vote of the meeting of its general membership, decided to effect immediate re-affiliation with the F.A.E.C.T.

The presentation of a few salient facts may aid the reader to understand the fundamental change which the experiences of the past two years have wrought in the prevailing opinion of the Society's membership.

## The Federation's Way

The Federation has always attempted to pursue a policy of vigorous, progressive trade unionism. In keeping with this policy, every means available to a democratically controlled and administered trade union has been utilized to secure the advantages which the term "trade union" implies to the average employee. Where petitions fail of their objective, committees of the men are organized to meet with individual employers or public officials. Where it is believed that numbers will play an important part in any efforts to obtain redress of specific grievances, there is no hesitancy in sending large committees and even delegations of hundreds to call on officials. Our experience has indicated that men in public office often become highly amenable to the persuasions of our representatives when they are accompanied by a large delegation of potential voters, whereas a small committee is frequently looked upon as a group of a few discontented individuals. Where every other means fails the question of a strike is seriously discussed and, where necessary, put into execution. The union headquarters are kept open every evening and, in many cases, all day, wherever possible. The members learn very soon that there is a definite place where they can take their grievances, where they can meet others employed in their own field, learn about other employment opportunities and in general keep abreast of developments in their own particular line of endeavor. It is only a step further to involve members in the regular activities of the organization.

With the above facts in mind, the reader is now in a position to understand, in part, why the members of the Structural Society decided to return to the Federation.

From its very inception, the Society dis-

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*By John Stores*

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sociated itself from having any connection with the term "trade union." It was therefore decided to have monthly meetings at the headquarters of the Founders Societies (price \$15.00 for the meeting room for that one evening per month!). In between monthly meetings the Founders Building was to be used as a mailing address. A public contact man was elected. It was to be the duty of the latter to contact the Powers That Be and municipal politicians for the purpose of creating a mysterious "good will" toward the society. It was further decided that the election of an executive board would smack too much of trade unionism, hence a Board of Governors was elected instead.

At the beginning of its career, the Society enjoyed an influx of new members, many of whom felt that a separate organization of the structural men would insure concentration on the problems facing those in their own particular field. Further, the men reasoned, now that we are a professional society, employers will be more prone to deal with us than if we called our organization a trade union.

## Early Reverses

During the first few months of its existence, the Society devoted practically all of its efforts to the drafting and adoption of by-laws and constitution. After this stage was passed an organizational campaign was started. However, the organization had already begun to meet with reverses. Old members were dropping away because they found that the Society had done nothing, as yet, in the direction of obtaining higher wages or improved working conditions for them. New members who joined because they felt that the Society was an organization which could take steps to eliminate specific grievances confronting them, found that they would have to wait a few weeks or a month for the membership meeting to take up their problems because the Society had no regular headquarters.

After a year of independent existence, the Society was still discussing the wage scale and code of working conditions which it should foster. The membership, although very little larger than at the beginning, had undergone a complete transformation. The old members had almost entirely dropped away because nothing tangible was being accomplished and also because almost the entire membership meeting was

occupied by the public contact representative who described how he was creating good will, mostly by dining certain minor public officials at the Society's expense!).

Initial steps were taken to sponsor a bill (calling for restriction to New York residents of design and detailing of structural steel for buildings to be erected within the city) in the municipal assembly. Here again the project met with failure, because all the work connected with the bill devolved upon the public contact representative. No publicity work was done. No well advertised mass meetings were called to acquaint all of the privately employed structural men in the city with the bill. No post-card write-in campaign, so effective in bringing pressure to bear on local officials for favorable action on the bill, was carried on.

## Pulling Its Punches

In brief, at every turn, the Society was pulling its punches for the sake of garnering a vague good will from employer and other groups, and at each step taken, the primary consideration was "What will the American Institute of Steel Construction (and other such organizations) think about this?"

It is no wonder then that, faced with a heavily fluctuating membership which showed no increase in growth, without a regular headquarters to which the men could turn when difficulties arose in their respective offices, with virtually no accomplishments to show in the way of agreements with employers, with the volume of tonnage increasing week by week and showing a corresponding increase in profits for the structural fabricators, the members of the Society began to question the usefulness to them of the organization and that many began to consider that drastic action was necessary to make the Society the powerful economic weapon it was meant to be. In addition to these considerations, the tremendously successful drive of the Committee for Industrial Organization found an especially warm response among the structural men, many of whom felt that if the workers in the steel mills could achieve salary increases, shortening of hours, vacation and sick leave privileges and time and a half for overtime, there was no reason why the draftsmen and designers could not win the same advantages through organization.

After an effort had been made to secure regular headquarters and this move had been defeated through lack of funds (most of the Society's income was being used to pay back debts of the organization to the



public contact representative), the members decided that the only step that would save the organization would be re-affiliation with the F.A.E.C.T.

As soon as affiliation was effected, an organization committee including the most active members in the newly organized structural division of the New York Chapter was elected. A real drive for organi-

zation of the structural detailing offices was initiated. Two weeks after the drive had started, the structural draftsmen in the Pittsburgh area were drawn in through the cooperation of Local 67, I.F.T.E.A.D.U.

As the *Bulletin* goes to press, preparations are being made for a conference with the leading employers in the structural detailing offices in New York City. The

draftsmen in these offices have virtually all been signed up in the drive conducted during the past few weeks. At the same time negotiations for salary increases and improvement of working conditions in the drafting room of the Harris Structural Steel Corp., the largest fabricator in the New York Metropolitan area, are about to begin.

# Chicago Does Big Things

## Berne's Report from the Windy City Gives Reasons Why the F. A. E. C. T. is Respected in the West

With five locals pushing for wage increases and union recognition simultaneously, the organization drive in the Chicago area has reached a new high. The Board of Education and Park District locals in city employ, and Lever Bros. Co., U. S. Gypsum Co. and the architectural dept. of the Pure Oil Co. in private industry are locals where negotiations with the management are under way.

In U. S. Gypsum Co., after two conferences between the management and a committee of the employees, with Federation Organizer Lewis Berne as spokesman, progress can be reported. Wage increases on May 1st, no overtime, recognition of the FAECT as bargaining agent and of the Office Grievance Committee, vacations for all who have been with the company at least six months are the terms so far offered. A meeting of the designers and draftsmen in a few days will determine whether these terms are acceptable. The employees, through FAECT Local No. 102, are asking for a definite wage scale, depending on experience, of from \$150 per month for those having less than one year's experience, up to \$300 per month. Other points in the demands include vacations, overtime and recognition. To date, the management has not agreed to a definite scale, but has promised wage increases. Another conference with the company has been arranged for April 26, after the Local has met and considered the terms thus far offered. The FAECT represents an overwhelming majority of the men.

At the Lever Bros. laboratory at Hammond, Ind., the chemists and technicians are asking for a minimum of \$35 per week for technicians and \$45 for chemists, with periodic increases. The scale ranges up to \$60. A conference with the plant management has been arranged for April 21.

Officials of both the Chicago Park Board and the Board of Education have agreed to the necessity for wage increases, and both Boards have recognized the FAECT as bargaining agent. Negotiations are still in progress.

Organizational work in a laboratory of

150 chemists and technicians has reached a stage where negotiations with the employer are expected to begin within a week or two. The same is true of the large engineering department of the nationally known Pure Oil Co.

Since the last report in *The Bulletin*, the Chapter has witnessed another 45% growth in membership. Already, after two weeks of occupancy, the new headquarters of the Chapter promises to become inadequate.

Action has been taken by the Regional Labor Relations Board to re-instate Brother Berne at Montgomery Ward, with back pay. Action on the case of two other brothers is being undertaken by the Board since the decision rendered by the Supreme Court on the Wagner Labor Relations Act.

A Chicago Conference to precede the Regional Conference is planned for May 2. Representatives from all locals are to be elected in proportion to membership, the officers of each local to act as representatives of the local. CIO affiliation and discussion of the meaning of this step from the viewpoint of the union and its locals, organizational work in the Chicago area on a more intensive basis, and improvement of the functioning of the locals to the end that the grievance committees shall be benefited by experience of other locals in handling individual grievances of their own men, will be on the conference agenda. Other problems are more active participation of the membership in committee work, publicizing of the union among non-members and publicizing of the committees and their work.

General membership interest in the furtherance of technical and professional ability and problems has resulted in the formation of an FAECT School. This interest has manifested itself in economic problems affecting technical men and for this reason the School is now conducting a class in Trade Unionism and Organization. Brother Berne is conducting this class which has an average attendance of twenty-five members. Plans for five courses in Engineering to start the week

of May 3 have been completed. A Faculty has been chosen and registration to date of some forty students points out that a definite need is being fulfilled.

A Women's Auxiliary has been organized in order to instill an understanding among the gals of their husbands' and brothers' problems, which, in the final analysis, are their own problems.

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## Newark Works With CIO

The New Jersey Chapter claims the honor of being the first chapter to participate in local C.I.O. activities. We affiliated with the New Jersey C.I.O. as soon as it was formed, and we find that the cooperation we are receiving from the other unions represented on the committee is invaluable.

The United Electrical and Radio Workers Union distributes a paper called *Peoples' Press*, at the exits of all factories they are organizing. We have arranged to stuff our own leaflets into one week's issue of this paper and will thus obtain a distribution of over 6,000, of which several hundred can reasonably be expected to reach technical workers. Of course, at the same time, our own members will distribute these same leaflets by the usual methods.

A Chemical Workers Organizing Committee has been formed, and our chapter is very active. We are meeting with groups of workers and expect to have several plants ready for negotiations with the management within a few months. Through this work, which is being done with the aid of the C.I.O., we are also contacting the chemists and draftsmen. A gentle hint to the national office and the Chemical Workers Organizing Committee — a full-time man on this work is a crying need. We say nothing at this time about the need for at least a part-time man on our own organizational work, but we hope our national officers can read between the lines.



# National Program Bears Fruit

By Guy K. Young,  
Acting National Secretary

Since our national conference in Washington in January there has been a complete transformation of the National organization of the Federation. This is a result of the organizational plans adopted at that conference to boost our organization into the position of leadership that it deserves.

We started off February 1 by placing an organizer in Chicago. The growth of the Chicago Chapter in two months time has been phenomenal. Not only has membership tripled, but organization has taken place in the leading corporations and institutions of the city, and in many of them negotiations have been carried out with decisive victories for the Federation.

On February 15, in accordance with the plan laid down, another organizer was placed in Detroit. Here also is a case of excellent work on the part of an experienced man. He has brought a chapter from practically nothing to a position where he is ready to negotiate in various plants. This has been done besides carrying on negotiations with the Society of Designing Engineers.

On the Eastern Seaboard, a new organizer has been installed in Philadelphia, so as to take advantage of the numerous organizational possibilities in that city and neighboring industrial centers. The Philadelphia Chapter is well grounded and will be able to push a program of this sort and support an organizer. With technical men working in radio, shipbuilding, steel fabrication, textiles and many other industries, the possibilities are unlimited.

Boston is the next in line to have a full time organizer. From its many varied industries, thousands of technical men are sure to be drawn into our fold. The enthusiasm and spirit of this Chapter is at a high point.

Activity in Rochester, Syracuse and Schenectady will soon pave the way for an organizer for these three centers. Another section which is ripe for organization comprises Bridgeport, New Haven, Hartford, and other Connecticut towns. Newark and Northern New Jersey is another. Until organizers are available, these points are being handled by a full time national officer.

The New York Chapter has made remarkable strides with victories, recorded in these pages, in various industrial plants. Organization is going forward in every direction, and each week brings new negotiations and most satisfying results. The recent city-wide strike on W.P.A. has strengthened

the position of the Federation in the minds of all technical men.

This illustrates what three months of active, concentrated work along a planned course will do. The program adopted at the national conference has completely changed the character of our organization. We are more progressive today than we ever have been. Our officers and active members are grasping these opportunities for real achievement and are enjoying the thrills that accompany success in their efforts.

According to our plan, a new organizer is to be put into the field with every additional 500 members; the faster we grow the more organizers we will have. It is therefore reasonable to expect that the next three months will be far more productive than the past.

## Cooperation In Kelsey-Hayes

The Federation has recently entered the negotiations in auto in a new way. Although the Detroit Chapter was represented in the original negotiations along with the United Auto Workers, during the Kelsey strike last December, the organization of a local there was not completed at that time, despite the effect of the general increases secured by the auto workers which benefited the chemists and metallurgists also. But with the arrival of Brother Sentman in Detroit, this picture of unorganization began to change. Now the laboratories of both Kelsey plants, military and foundry, are practically 100 per cent organized, and demands have been presented to the management.

The significant aspect of the negotiations is the development of a joint bargaining committee of the plants which presented the demands. This committee includes representatives of the bargaining committee of the Kelsey U.A.W. unit, of the Society of Designing Engineers, and of the Federation.

With the splendid understanding and support of the Auto Workers unit of the plant, the joint demands of the Society of Designing Engineers, representing the draftsmen in the Engineering Department, and of the Federation, representing the chemists and metallurgists in the laboratories, were presented in a single draft. In the presence of the management and the full joint bargaining committee, Brother Robertson of the S.D.E. presented the arguments for his organization, and Brother Sentman did the same for the Kelsey Local of the Federation. These negotiations will continue after study by

## Getting a Real Break

The following advertisement appeared in the classified section of the New York Times, April 18, 1937. The italics are ours.

ENGINEERS—A manufacturing company operating 16 plants has openings for *recent technical graduates who are single and free to locate anywhere*; they will be started at the bottom and learn the business and must be clean-cut hustlers who have a definite aim and can see an opportunity and are not afraid of hard work; *vision and initiative as well as "stick-to-it-tiveness"* are essential; *starting salary at \$100 to \$125 a month, depending on the location*; *we are not looking for men who want to be president of the company in six months*; it is a long, hard pull but there is opportunity for the proper ones; enclose small snapshot, which will not be returned; employees of this company are informed that this advertisement is being run. Z 2646 Times Annex.

the management of the initial presentation of the demands.

A whole article could be written on the full significance of this coordinated action by the three organizations represented. However, I think the example is well understood in view of the Federation's long standing policy advocating the uni-

## Another Victory

Negotiations were successfully concluded with the Burndy Engineering Company, manufacturers of electric connectors.

The terms of the agreement included the following:

1. Union recognition, closed-shop.
2. 5 day week, 37½ hours; time and one half for overtime; Saturday work to be paid for at overtime rates.
3. Immediate increases of approximately 20% to the major portion of the staff of engineers and draftsmen; all draftsmen to receive 20% increase by the end of this year. The increases amount to \$5 and \$6 in most cases.
4. Review of salary schedule on January 1, 1938, to provide for increases to cover increased cost of living.
5. Hiring of new employees through the FAECT.
6. Two weeks vacation after em-

THE BULLETIN—FAECT



fication of technical organizations and their participation in the organized labor movement along with their fellow workers in production.

Certainly, in view of our application for affiliation with the CIO, and the leadership we have shown in the understanding of problems of organizing technical men as indicated in the memorandum on policy

and in the proposal for unification and affiliation of technical groups presented to the CIO and to the SDE, this joint activity is doubly significant. And I know that, both in efficiency and in understanding, the problems and relationships which all workers share will best be served through hundreds upon hundreds of similar actions in the future.

tween our organizations, I extend our most cordial fraternal greetings.

Sincerely and fraternally,  
Robert Mifflin Sentman,  
National President, FAECT.

National Office FAECT,  
114 E. 16th Street,  
New York City.

Gentlemen:

At the last meeting of the National Board in Detroit (Sunday, April 4) a Relations Committee was appointed for the purpose of meeting with a committee of the Federation of Architects, Engineers, Chemists and Technicians, to discuss the problem of establishing a United Technical Society of America.

It is desirable that a meeting of these two committees be arranged as soon as possible. We regret our laxity in informing your office of this appointment but trust however, that you will make arrangements for a joint meeting as soon as possible. Please advise us of a suitable date and meeting place at your earliest convenience.

Fraternally yours,  
Harvey B. Snyder,  
National Secretary.

## Medical Technologists Organize in Detroit

With the recent formation of their own division in the Detroit Chapter, the medical technologists will for the first time have a genuine opportunity to correct the many evils existing in their field.

Chief among these evils is the matter of wage scales. Although the educational requirements, qualifications, and standards for medical technologists have been constantly raised, compensation has not kept pace. Among beginners, initial salaries range from as little as \$10 a week up to an average of about \$20. This same disproportion holds true for experienced workers as well. Such a condition is always a threat to the economic status of all technologists. For it is common knowledge that as long as such disparity exists in any given field there is always a tendency on the part of administrators to gauge their salary schedules according to the minimum wages paid rather than the maximum.

Intolerable working conditions are prevalent. Despite the fact that a large number of adequately trained and qualified technicians are now available, nearly all of the hospitals and clinics are still wretchedly understaffed. As a result, schedules are increased and work speeded up to a point beyond human endurance, exacting a heavy toll from the physical condition of the technologists. As most

# SDE and FAECT Discuss Unity

## An Exchange of Letters Between the Federation and Detroit Society Discloses Move for Unification of the Two Organizations

Society of Designing Engineers,  
5454 Second Boulevard,  
Detroit, Mich.

April 2, 1937

Dear Sirs and Brothers:

With the authorization of our National Office, I am pleased to submit a proposal with the view toward the unification of our respective organizations.

We have long been cognizant of the fine services you have performed in Detroit and the surrounding area in bringing economic organization to the engineers and draftsmen in the auto industry. Our efforts in the same area among technical men outside of your organizational scope have con-

vinced us that unification would greatly strengthen our organizational influence in view of the great tasks still before us.

We believe that the unification of our respective organizations can be achieved with almost no modification in the existing structure, groupings and identity of the Society of Designing Engineers. Without attempting to discuss the question in full or in detail at this time, I wish merely to sketch broadly and briefly the three principle aspects of our proposal as a basis upon which negotiations could be completed later. They are as follows:

1) the broadening of the organizational scope of the SDE to include all technical employees in auto and allied industry;

2) the creation of a "united technical federation" which in the form of a council composed of representatives of our respective organizations would constitute the agency of our unification; and

3) the affiliation of the "united technical federation" with the CIO (Committee for Industrial Organization).

It is our hope that you will accept our proposal in terms of its broad objectives and appoint a committee to meet with us for the purpose of developing the proposal in detail and in specific terms, subject to the ratification of our respective organizations. In view of the broad background which exists for the discussion of the many aspects of our proposal and the inadequacy of any attempted discussion by letter, I hope that I may have the pleasure of your invitation to make a fuller presentation of the proposal in person at the meeting of your National Chapter, Sunday, April 14, 1937. As I am in Detroit I shall be available for this purpose on short notice and can be reached by phone at Temple 1-7293.

With best wishes to the Society for the continuation of your splendid work, and with hope of cementing more closely the bonds of fine personal and fraternal relationships which have always existed be-

## For New York

ployment of one year; sick leave privileges.

The Federation negotiating committee presented to the Harris Structural Steel Company on Monday, April 26th, a set of demands. These demands include the following:

1. Union recognition
2. Hiring through the Federation.
3. 5-day week, 40 hours; time and one half for overtime, plus \$1 supper money. Double time for holidays.
4. Two weeks dismissal notice.
5. Salary schedule—Beam and column detailers—\$55 per week. All around details—\$65 per week. Checkers—\$75 per week. Squad Boss—\$85. per week. Apprentices to start at a minimum of \$25 with automatic increases every six months of \$5.

The Harris negotiations are the beginning. The FAECT in New York has already organized a majority of the detailing offices and demands are being placed before all these firms.



# **NATIONAL OFFICERS** Robert Mifflin Sentman, President

Jules E. Korehien, Secretary      Guy K. Young, Treasurer

## **Regional Vice-Presidents**

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<b>Boston, Mass.</b> *Robert P. Walsh 6 Boylston Place	<b>Los Angeles, Calif.</b> *Box 786 Station "H"	<b>Rochester, N. Y.</b> *James M. Timmens 77 South Ave. Room 202
<b>Chicago, Ill.</b> *64 E. Jackson Blvd Room 835	<b>Newark, N. J.</b> *Room 12 800 Broad Street	<b>St. Paul, Minn.</b> Douglas Fraser 1127 Churchill Ave.
<b>Cleveland, Ohio</b> *Orval P. Plymale 2077 East 4th St. Prospect-Fourth Bldg.	<b>New York, N. Y.</b> Michael Powsner 114 East 16th St.	<b>Washington, D. C.</b> Joseph Leiter 808-17th St., N.W.
<b>Detroit, Mich.</b> Arthur Wilson 13535 Woodward Ave.	<b>Philadelphia, Pa.</b> *Visscher Boyd Room 223 Middle City Bldg.	<b>Westchester, N. Y.</b> George Weeks Box 244 E. White Plains, N.Y.

\*Care of Federation of Architects, Engineers, Chemists and Technicians, Chapter Headquarters.

# **APPLICATION FOR MEMBERSHIP IN THE**

Federation of Architects, Engineers, Chemists and Technicians  
National Headquarters:  
26 East 17th Street  
New York City.

Name .....

Address .....

Where Employed (Address) .....

Unemployed (Last Employer) .....

I am a member of the following Technical Organizations: .....

Signature : ..... Date .....

**F. A. E. C. T. SCHOOL**  
114 East 16th Street, N.Y.C.  
Office hours daily except Saturday  
6 P. M. to 9 P. M.

Sir:

Please send me the F.A.E.C.T. School catalogue and any other information about your courses.

NAME .....

ADDRESS .....

**F. A. E. C. T.**  
26 East 17th Street,  
New York City.

Enclosed find one dollar for which you will please send me 12 issues of the BULLETIN OF THE F. A. E. C. T.

NAME .....

ADDRESS .....

(check) I AM A MEMBER  
I AM NOT A MEMBER

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technicians work in a field where there is a large incidence of infection, as recognized by all insurance companies, who charge them higher rates, such speed-up is decidedly criminal.

Security is another important problem among technologists. While the Registry of Medical Technologists of the American Society of Pathologists has attempted to raise the professional status of technicians, it should be remembered that this organization was founded by the pathologists and is controlled by them. Medical technologists have no voice in the Registry and are practically forced into joining. Such an undemocratic and employer-controlled organization constitutes a distinct threat to the security of medical technologists. Ways and means must be devised to give technicians an equal voice in the affairs of the Registry.

Encroachments on the legitimate professional field of medical technology have become a serious menace and should not be tolerated. The practice, initiated by many administrators during the depression, of discharging medical technologists and assigning their work to internes and externes is still prevalent. Also common among the smaller hospitals and clinics is the practice of having externes do the routine laboratory work. In some of the larger medical offices and smaller clinics, the work of medical technologists is being done even by nurses and office girls. Such unethical practices must be condemned.

Of greatest importance is the growing realization among technologists of the need for organization in their field. They are learning, slowly but surely, to seek the same protection for their professional status, economically, that architects, en-

gineers, teachers, social workers and many other professionals have achieved by uniting their efforts to maintain living and working standards compatible with their professional status.

The division of medical technologists has already formulated the following proposals as the basis of a code of qualifications, classifications and compensation for the professional categories:

Assistant technicians .....	\$150.00 per month (Qualified by three years training and/or experience)
Graduate technologists .....	\$175.00 per month (Graduate degree—four years of training)
Junior Specialists .....	\$200.00 per month (Jr. Bacteriologists, etc., or six years of training and experience)
Senior Bacteriologists, Bio-chemists, etc.:	\$250.00 per month